

CHAPTER 3 WORKFORCE COMPETENCIES

I. SUMMARY OF WORKFORCE COMPETENCIES

Local Public Health Agencies were asked to indicate workforce competencies that needed improvement in their agency. Sixty percent (60%) or more of the agencies said improvement was needed in the following competencies:

- ❖ Analytical/Assessment Skills (See Graph 10 and Data Table 10)
 - Determine appropriate uses and limitations of data
 - Practice evidence-based decision making
 - Partner with communities to attach meaning to collected data
 - Obtain and interpret information regarding risks and benefits to the community
- ❖ Basic Public Health Sciences (See Graph 11 and Data Table 11)
 - Biostatistics
 - Identify and access current relevant scientific evidence
- ❖ Cultural Competency Skills – none (See Graph 12 and Data Table 12)
- ❖ Communication skills (See Graph 13 and Data Table 13)
 - Effectively present accurate demographic, statistical, programmatic, and scientific information to professional and lay audiences
- ❖ Community Dimensions – none (See Graph 14 and Data Table 14)
- ❖ Financial Planning (See Graph 15 and Data Table 15)
 - Conduct cost-effectiveness, cost-benefit, and cost utility analysis
- ❖ Management skills (See Graph 16 and Data Table 16)
 - Utilize systems for collection, retrieval, and use of data for decision making
 - Understand and utilize risk management principles
- ❖ Leadership and systems thinking (See Graph 17 and Data Table 17)
 - Identify internal and external issues that may impact delivery of essential public health services
 - Apply quality improvement principles and tools
- ❖ Policy Development (See Graph 18 and Data Table 18)
 - State policy options and write clear and concise policy statement
 - Identify, interpret, and implement public health laws, regulations, and policies related to specific programs
 - Develop mechanisms to monitor and evaluate programs for their effectiveness and quality

Nine of the items that were identified by 60% or more of the agencies as needing improvement are related to biostatistics, data, evidence-based decision-making, and cost/benefit analysis.